



USA Staffing®
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USA Staffing Reporting & Analytics

Cognos Report Author Workgroup Meeting

June 1, 2017



OPM HR SOLUTIONS
by government, for government

U.S. Office of Personnel Management
1900 E Street, NW, Washington, DC 20415

Agenda

- **Program Updates**
 - Cognos Analytics Update
- **Modifications to reports/data models**
 - Analytics
 - Staffing Reports
 - Applicant Flow Data
 - Staffing Steady State v2 (Legacy)
- **Open Q&A/Demo**
 - Crosstabs

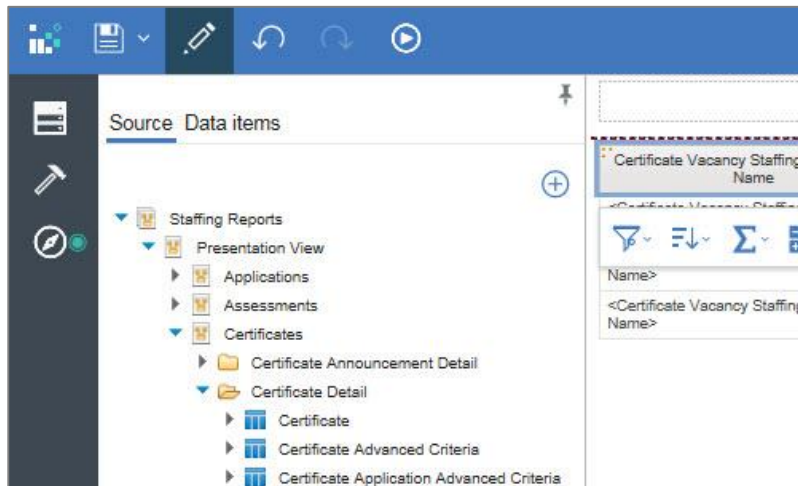


Program Updates



Cognos Analytics

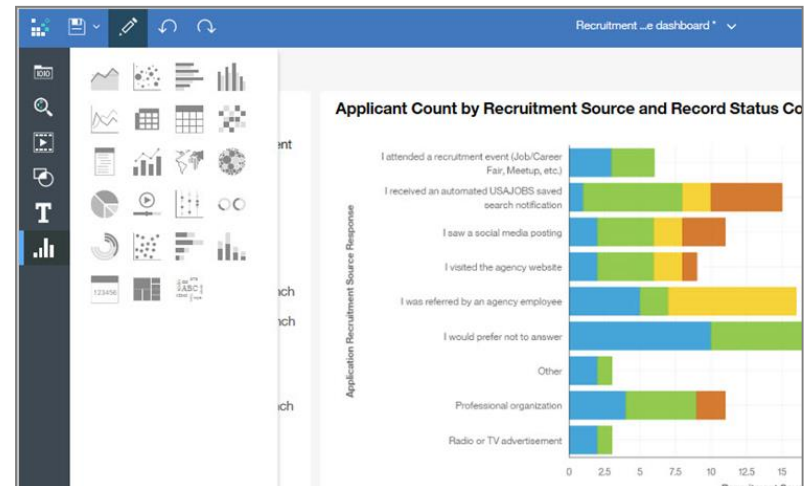
IBM has released a new version of Cognos with **improved usability, enhanced security, and new features**



Reports

(Formerly Report Studio)

Similar Report Authoring functionality to the current version with **improvements to the interface and usability**



Dashboard

(New Feature)

The ability for Report Authors to easily **create visualizations and engaging dashboards for HR users**



Current Status

Deployment on Hold

- Due to ongoing technical issues with the Cognos vendor, we are delaying the implementation of Cognos Analytics
- The technical issues relate to the single sign-on capability that allows users to go directly from USA Staffing to Cognos without re-entering their credentials
- A new version of Cognos Analytics, anticipated for release by IBM in June/July, is expected to address these bugs
- We will resume implementation of Cognos Analytics after these technical issues are resolved



Modifications to Reports/Data Models



Analytics

Data sourced from the Recruitment Data Warehouse; optimized for metrics and trend reporting (nightly load)

New Reports

User License Organization Totals – June 5 (Stage)

The User License Organization Totals report displays counts of paid and unpaid user licenses allowed next to count of accounts in use

Public Folders > USA Staffing Packages and Folders > Analytics > User License

User License Office Totals – June 3 (Production)

The User License Office Totals report displays counts of paid and unpaid user licenses allowed next to count of accounts in use

Public Folders > USA Staffing Packages and Folders > Analytics > User License

User License User Accounts – June 3 (Production)

The User License User Accounts report displays details about the user accounts within an office

Public Folders > USA Staffing Packages and Folders > Analytics > User License



Analytics

New Reports

User Accounts by Customer Totals – June 5 (Stage)

The User Accounts by Customer report displays counts of Hiring Manager and Onboarding accounts by Organization and Customer

Public Folders > USA Staffing Packages and Folders > Analytics > User License

User License User Accounts by Customer – June 3 (Production)

The User License User Accounts report displays details about the user accounts within a Customer

Public Folders > USA Staffing Packages and Folders > Analytics > User License

In Progress

Time to Hire Hiring Phases

Allow users to view the number of days by hiring phases based on the Hiring Process Roadmap

USA Hire

Data to track vacancies that utilize USA Hire assessments

Staffing Metrics

Basic statistics on the staffing process, including vacancy and application counts by organization



Staffing Reports

Real-time data sourced directly from the USA Staffing Upgrade database;
optimized for basic list reporting (real-time)

New Reports

Claimed Reasonable Accommodation Report – June 3 (Production)

The Claimed Reasonable Accommodation Report displays the applicants who have claimed a reasonable accommodation eligibility by Vacancy Number

Public Folders > USA Staffing Packages and Folders > Staffing Reports > Staffing Reports > Staffing > Vacancy

Recruitment Sources by Vacancy Report – June 5 (Stage)

The Recruitment Sources By Vacancy Report is used to identify how applicants were made aware of the announcement

Public Folders > USA Staffing Packages and Folders > Staffing Reports > Staffing Reports > Staffing > Vacancy



Staffing Reports

Data Model Changes

Onboarding Tasks and Process Owner – June 3 (Production)

Attributes for common onboarding tasks and onboarding process owner in the New Hire Namespace

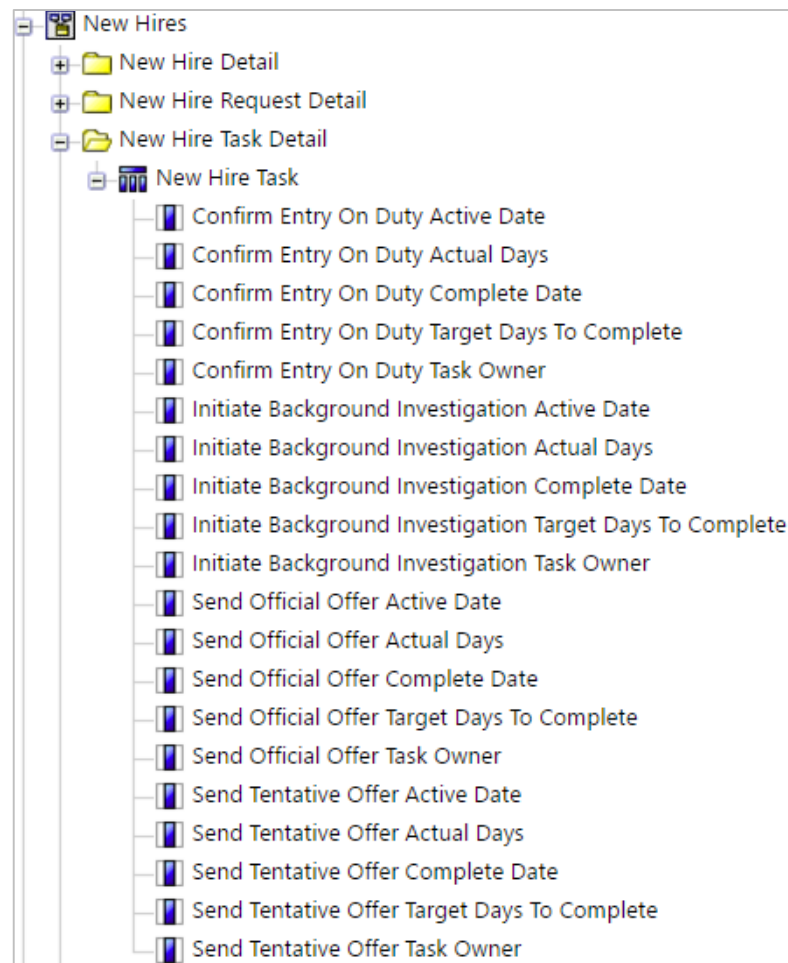


Who May Apply Override Text – June 3 (Production)

Text entered on the Announcement Text screen to override the original Who May Apply selection

[Applications].[Announcement].[Announcement Who May Apply Override Text]

[Certificates].[Certificate Announcement].[Certificate Announcement Who May Apply Override Text]



Staffing Reports

Data Model Changes

Vacancy Staffing Hyperlink

– **June 3 (Production)**

Provides a direct link to the vacancy case file page in USA Staffing

[Applications].[Vacancy].[Vacancy Staffing Hyperlink]

1. Add Vacancy Staffing Hyperlink to the query
2. Add an HTML Item into the list
3. Change the HTML Source Type to Data Item Value
4. Select Vacancy Staffing Hyperlink in Data Item Value

The screenshot displays the 'Page Explorer' on the right side of the interface, showing a list of items under the 'Vacancy Number' category. Three items, each labeled '< HTML Item >', are listed and highlighted with a red box. The main area shows a list of visualization types, including 'Visualization', 'Map', 'Repeater Table', 'Repeater', 'Singleton', 'Conditional Blocks', 'HTML Item', 'Rich Text Item', 'Hyperlink', 'Hyperlink Button', 'Date', and 'Time'. The 'HTML Item' is selected and highlighted with a red box. Below this, the 'Properties' pane for the 'List Column Body' is visible, showing a table with the following content:

Conditional	
Conditional Styles	
Style Variable	
HTML Source Variable	
HTML Source	
Source Type	Data Item Value
Data Item Value	Vacancy Staffing Hyperlink



Staffing Reports

Data Model Changes

Certificate Review Query Subject Changes – June 3 (Production)

Reorganized the Certificate Review Query Subject to only include Applicant List reviews

[Certificates].[Certificate Review]

Vacancy Detail Query Subject in New Hire – June 5 (Stage)

Added a Vacancy Detail Query Subject only for New Vacancy request type; only populated for New Vacancy Request Types

[New Hires].[New Hire Vacancy]

Mission Critical Occupations Tags – June 5 (Stage)

Added Mission Critical Occupations tags to all namespaces with a Vacancy Detail Query Subject

[Applications].[Vacancy Mission Critical Occupations]

[Certificates].[Certificate Vacancy Mission Critical Occupations]

[New Hires].[New Hire Vacancy Mission Critical Occupations]



Applicant Flow Data

Demographic information collected from job seekers and combined with milestones in the hiring process; only Applicant Flow Data users are given permission to access this data

Data Model Changes

Applicant Flow Data Analytics – June 3 (Production)

New data model based on the Upgrade version of USA Staffing; sourced from the Data Warehouse

Public Folders > USA Staffing Packages and Folders > Applicant Flow Data > Applicant Flow Data Analytics

New Reports

Vacancy Demographic List Report – June 5 (Stage) (tentative)

The Vacancy Application Detail Report displays application demographic responses and hiring milestone data at the application level

Public Folders > USA Staffing Packages and Folders > Applicant Flow Data > Applicant Flow Data Analytics



Staffing Steady State v2 (Legacy)

Real-time data sourced directly from the USA Staffing Legacy database

Data Model Changes

USA Hire Vacancy Flag (Legacy) – June 5 (Stage)

Flag indicating a vacancy has at least one external assessment

Staffing Steady State v2 Package - [Vacancy (query)].[Vacancy].[Vacancy Is USA Hire]



Open Q&A/Demo



Contacts

Please contact us if you have questions or need assistance

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Agency/Area of Expertise

- Department of Homeland Security, Department of Justice, Department of Veterans Affairs
- Data-Self Service Interconnections
- Department of Defense, Department of Health and Human Services, Office of Personnel Management, Social Security Administration
- Time to Hire Reporting
- Applicant Flow Data
- Department of the Interior, Small and Other Independent Agencies

